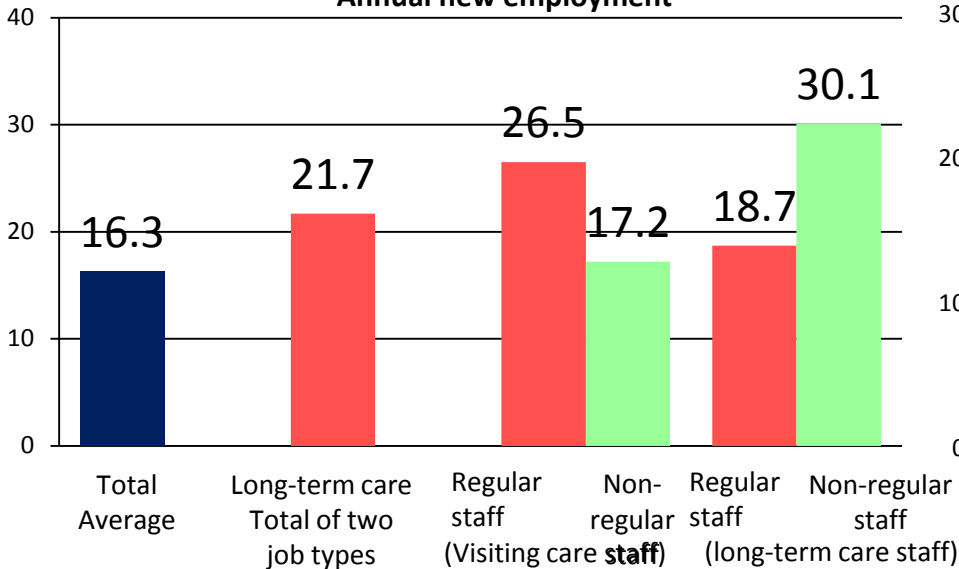


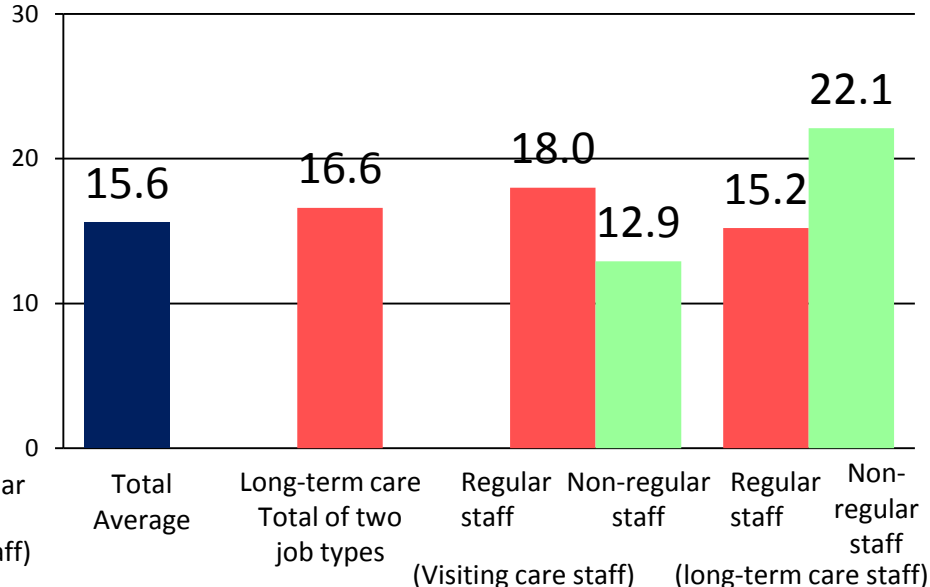
New employment and turnover of visiting care staff and long-term care staff

(1) New employment/turnover by job type

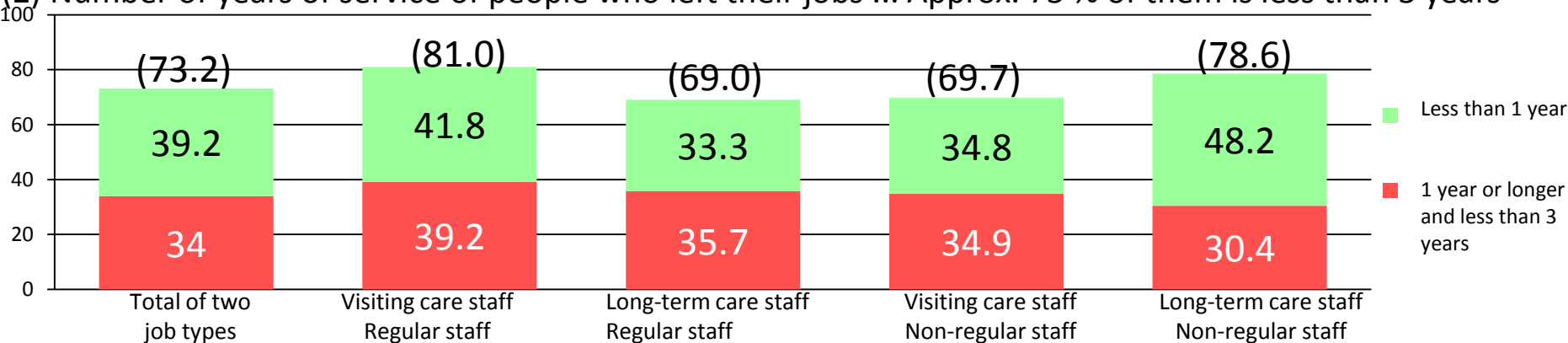
Annual new employment



Annual turnover



(2) Number of years of service of people who left their jobs ... Approx. 73 % of them is less than 3 years



() indicates those who left their jobs within a year, and after one year but within three years

Source: MHLW "2013 Employment Trend Survey", Care Work Foundation "2013 Survey on long-term care Labor"

*1 "Visiting care staff" refers to those who work for visiting care establishments that have been designated by the Long-Term Care Insurance Act, and who visit the homes of the elderly, etc. to perform living assistance services such as cooking, and physical assistance services such as bathing, etc.

"long-term care staff" refers to those who work for long-term care establishments that are not engaged in visiting care, and have been designated by the Long-Term Care Insurance Act, to care for the residents at the facilities.

*2 "Regular staff" refers to those who work permanently without a definite employment period, and "non-regular staff" refers to those who are not regular staff.

Consultation Support Program for Improvement of Employment Management

Overview

Consultations related to improvement of employment management through active visits by the staff of Care Work Foundation. Other activities include advice and health consultations by professionals such as licensed social insurance consultants, small to medium size businesses management consultants and attorneys who are assigned, as well as psychosomatic health consultations by medical doctors free of charge.

Working Conditions Improvement Subsidies for Small to Medium Size Businesses (Individual small to medium size business program)

Purpose

While small to medium size employers who are the priority for this program are expected to be major players in the creation of jobs, they have human resources problems, including not being able to get employees even if they are willing to hire.

If working conditions are improved by providing financial assistance for the introduction of an employment management system, etc., attractive jobs in small to medium size business may be created.

Overview of the business (extension)

Financial assistance will be provided when employers of small to medium size business that are in the prioritized areas of this program appoint a person responsible for employment management to introduce a new system by changing work regulations and labor contracts or install new long-term care equipment, for the following matters that lead to improvement of employment management:

[Employers in prioritized areas]

Financial assistance when ① Evaluation and treatment systems, ② Training systems, or ③ Health promotion systems are introduced

[Employers of long-term care related businesses]

Financial assistance when ① Evaluation and treatment systems, ② Training systems or ③ Health promotion systems, or ④ Long-term care equipment are introduced

◆ Eligible for subsidies

	Employers in prioritized areas	Employers of long-term care related businesses
① Evaluation and treatment systems	○	○
② Training systems	○	○
② Health promotion systems	○ (From April 2014)	○
④ long-term care equipment	X	○